

Defense Integrated Military Human Resource System (DIMHRS) for Personnel and Pay (Pers/Pay)

presentation to the
U.S. Army Human Resources Information
Technology Conference



presented by
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Joint Program Manager
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Agenda

- Welcome Aboard
- Rules of Engagement
- Way Ahead
- Immediate Activities
- Service Involvement
- Data Migration Critical Paths and Intersections
- Data Migration Dependencies
- Major Challenges



Welcome Aboard

- Northrop Grumman Information Technology Inc. and its Teammates are the DIMHRS (Pers/Pay) newest team member
 - Please welcome Doug McVicar – Program Manager for the Northrop

NORTHROP GRUMMAN



Rules of Engagement – Verbal Communications

- **NO** order or statement of conduct by Government personnel or support contractors, who in any other manner communicate with D&I Contractor personnel or their subcontractors during the performance of the DIMHRS (Pers/Pay) contract, shall constitute a change under the DIMHRS (Pers/Pay) contract
- The D&I Contractor and its subcontractors shall **NOT** comply with any order, direction or request from Government personnel or their support contractors, which may impact cost, schedule or scope of the DIMHRS (Pers/Pay) contract unless it is issued in writing and signed by the Contracting Officer
- The Contracting Officer is the **ONLY** person authorized to approve changes to any of the requirements, schedule or cost of the DIMHRS (Pers/Pay) contract
- In the event the D&I Contractor or its subcontractors affects **ANY** change at the direction of any person other than the Contracting Officer, the change will be considered to have been made **WITHOUT** authority, and **NO** adjustment will be made in the contract price to cover any increase in charges as a result thereof



Rules Of Engagement – Written Communications

- All working documentation, be it e-mail, memos or other, non-authoritative, written correspondence between Government personnel and contractor support with the D&I Contractor and its subcontractors during the performance of the DIMHRS (Pers/Pay) contract, shall **NOT** constitute a change under the contract.
- **ALL** requests for clarification, technical direction, changes to functional baseline and or other requests which may impact cost, schedule and scope of the original DIMHRS (Pers/Pay) contract, must be submitted in writing and processed through the appropriate board(s) for approval and subsequent signature by the Contracting Officer
- The D&I Contractor or its subcontractors shall **NOT** comply with any order, direction or request of Government personnel or support contractors unless it is issued in writing and signed by the Contracting Officer
- The Contracting Officer **ALONE** is authorized to direct changes in scope, price, terms and conditions of the contract. This authority shall require the signature of the Contracting Officer, in order to bind the Government by contract in terms of a proposed contract change



DIMHRS (Pers/Pay) Authoritative Disclaimers

- Posted in each conference room and throughout common areas of the SITC complex will be “Authoritative Disclaimer” placards stating

“The Contracting Officer is the only person authorized to make changes to the DIMHRS (Pers/Pay) contract terms and conditions, requirements, schedule and or cost. Such authorization will be granted in writing by the Contracting Officer and only by the Contracting Officer.”

- This will be done to ensure there is no misinterpretation by either party when engaging in casual and working dialogue, whether orally or written communication between the Government JPMO staff and support contractors and the D&I Contractor and its subcontractors supporting DIMHRS (Pers/Pay)
- Additionally, all correspondence, other than Engineering Change Proposals (ECPs), Technical Direction Letters (TDLs), Contract Deliverables (CDRLs, CLINs) and other official, authoritative documentation will have the above mentioned disclaimer embedded as a footer



Way Ahead

- Northrop Grumman has started their initial ramp-up of people at the JPMO in New Orleans, LA
- Initial ramp-up period will continue for next few weeks
 - Proprietary information and contractual processes being worked through
 - Limited communications with the Northrop Grumman Team will be maintained through ramp-up period
- After initial ramp-up period, IPTs and all other teams will start the meeting of the minds, planning for and execute the future of DIMHRS (Pers/Pay)



Immediate Activities

- Develop Integrated Master Program Schedule (IMPS) and Program Work Breakdown Structure (PWBS)
- Present Interim Progress Review (IPR) to OIPT, 90 days from D&I contract option exercise
 - Areas to be addressed:
 - Program execution status
 - Updated APB and AS documents
 - Approval status of Tier II requirements
 - Updated schedule, through Full Operational Capacity (FOC)
 - Essential elements of D&I implementation approach
 - Cost, Schedule, Significant Issues
 - Legacy system cost data
 - Affordability analysis identifying costs to the Services and DFAS for implementation, sustainment and technical refresh



Immediate Activities_(cont.)

- Work with Northrop Grumman to identify facility requirements beyond what is currently in place
 - In-process Northrop Grumman and their teammates
- Conduct an IPT Summit to introduce all team members; Government and Contractors
- Develop a Program way ahead to meet immediate and future requirements

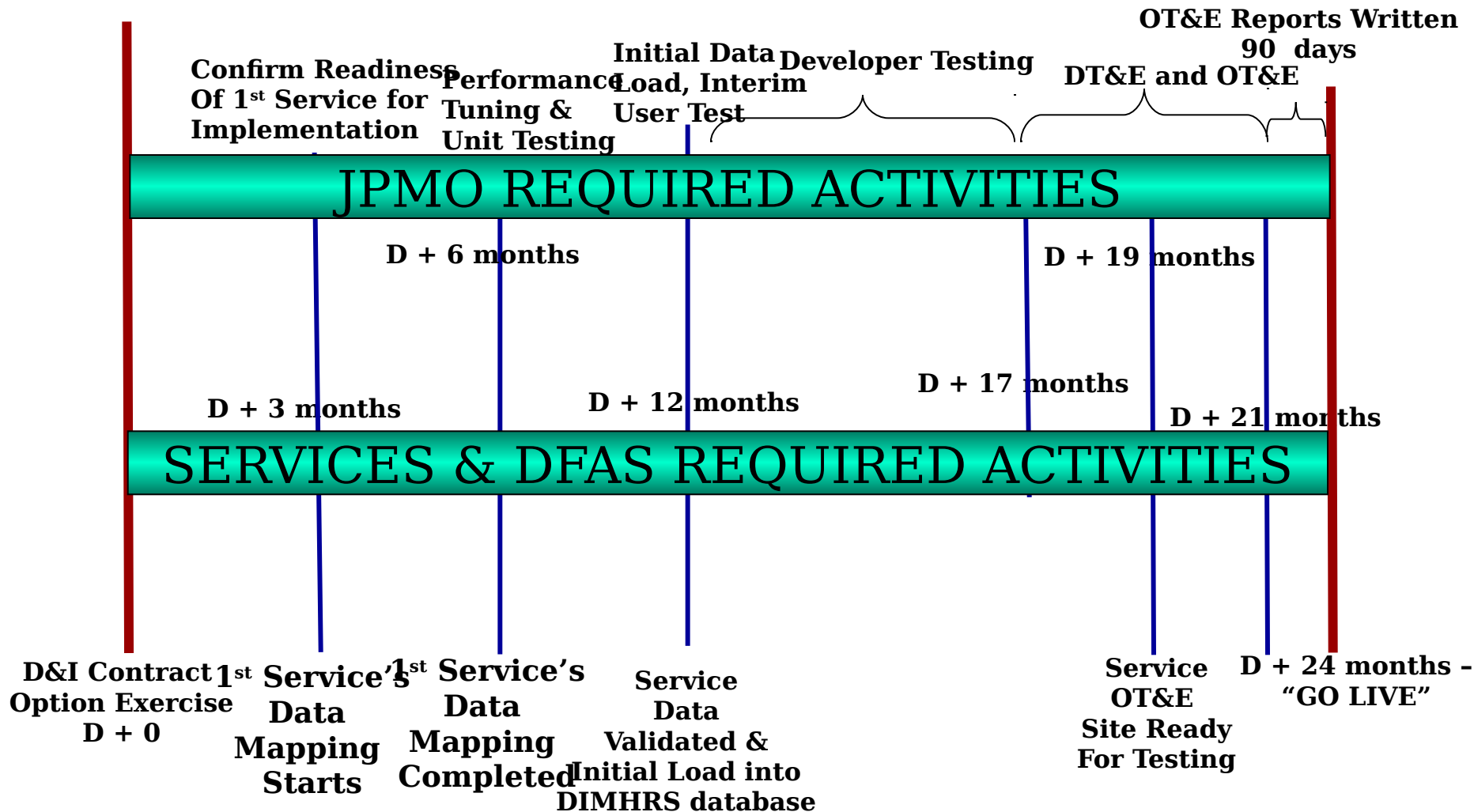


Services Involvement

- Integrated Product Teams
 - All Services are expected to be an integral part of each IPT
 - Deployment
 - System Engineering
 - Security
 - Test
 - Logistics
 - Cost
 - Knowledgeable empowered representatives need to be identified immediately to support each IPT
- Data cleansing, mapping and validation efforts
- Legacy system identification, migration and interfaces
- Cultural/organizational change management



Data Migration Critical Paths and Intersections*



*As identified for Milestone B



*As of October 23rd, 2003





Major Challenges

- Receiving accurate data in a timely manner
- Collecting Services and DFAS legacy system cost data
- Keeping Engineering Change Proposals (ECPs) to a minimum
- Receiving Services and DFAS cost information for implementation, sustainment and technical refresh for DIMHRS (Pers/Pay) Affordability Analysis
- Meeting an aggressive schedule



Summary

- Northrop Grumman and its team are the new key team members to ensure that DIMHRS (Pers/Pay) meets the needs of the Services/DFAS and its members
- Northrop Grumman has been directed to not respond to constructive changes or suggestions
 - No one has contractual authority except for the PCO
- We have a lot of important work to accomplish in the near term and long term
- The Services/DFAS are critical to the Program's IPTs. We need need knowledgeable empowered people to support these IPTs



Summary_(cont.)

- The Services need to provide their data to the JPMO in a timely manner to ensure that the data is used to test for accuracy
- The JPMO needs the Services/DFAS support to meet the immediate challenges that the Program faces
 - IPTs
 - Schedule
 - Legacy system cost data
 - Identification of implementation, sustainment and technical refresh costs



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